

Excerpted Depo. Tr. Monty Monteiro

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1 Q. And you ultimately selected Sergeant Mancini?

2 A. Yes.

3 Q. Why did you select Sergeant Mancini out of the
4 five candidates?

5 A. I liked his demeanor, his professionalism.
6 There was nothing in his personnel file that would
7 prohibit him to apply or indicate any negative
8 admonishments or letters of reprimand, and I was
9 looking for a senior guy that the troops would
10 respect and follow orders for.

11 Q. Let's just go back a minute to those meetings that
12 you attended for the written promotional exams for
13 a recommendation of an award of service points.
14 What's the lowest score that anyone ever
15 recommended a promotional candidate get, to your
16 knowledge?

17 MR. McHUGH: Objection to form. You
18 can answer.

19 A. To the best of my knowledge, I believe it was a
20 3.

21 Q. So you recommended that Mancini get the position
22 over the other four candidates; correct?

23 A. Yes.

24 Q. And how long was he in the position of sergeant of
25 Homeland Security?

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1 A. A year, approximately 11 months.

2 Q. 11 months, and you were his direct supervisor
3 during that time?

4 A. Yes, I was.

5 Q. So tell us about your dealings with Sergeant
6 Mancini as his supervisor.

7 MR. McHUGH: Objection as to form.
8 You can answer.

9 A. At the juncture of him being hired, it didn't
10 take me long to figure out that I made the right
11 choice. The evaluation that I completed on
12 December of 2008 says basically it all, that he's
13 a can-do guy, he's trustworthy, he's a
14 professional, he gets along with everybody, and
15 junior people used to look up to him as a senior
16 sergeant with knowledge and experience.

17 Q. In your opinion what are some of the qualities
18 that one needs to be an effective police officer?

19 MR. McHUGH: Objection to form. You
20 can answer.

21 A. We have to be trustworthy, first of all. You
22 must have the right reasoning for wanting to
23 become a police officer.

24 Q. The right reason, which is what?

25 A. To protect and serve as opposed to something

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1 personal, something prestigious, or something that
2 doesn't fit a police officer.

3 Q. Trustworthy, right reason to be a police officer,
4 what else?

5 A. The ability to get along with subordinates and
6 people in general, having a can-do attitude, not
7 needing much coaching or instruction. If you said
8 it once, Sergeant Mancini carried it out, whatever
9 the agenda of the day was.

10 Q. Anything else?

11 A. Appearance, professionalism.

12 Q. When you say "appearance," can you be more
13 specific?

14 A. Well, depending on the work of the day, you
15 would adjust your clothing, in uniform versus
16 plain clothes, whatever the job of the day was,
17 and Sergeant Mancini was always squared away with
18 his appearance, nothing out of place. Someone to
19 represent the department without any doubts that
20 he wouldn't do a good job.

21 Q. Do you also mean somebody who's physically in good
22 shape?

23 A. Oh, yeah, that's part of it. He had a regimen,
24 a PT program that you could see by observation
25 that he was working out -- had worked out and

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1 A. Yes.

2 Q. And what opinion did you have, if any, about his
3 ability to supervise others?

4 A. There was never any examples of people balking
5 at his instructions or his requests, and no news
6 was good news as far as I was concerned.

7 Q. During the time that you supervised Sergeant
8 Mancini at Homeland Security, how would you rate
9 his overall performance? Above average, average,
10 or below average?

11 MR. McHUGH: Objection to form. You
12 can answer.

13 A. As I indicated in his evaluation, he was
14 excellent in all categories.

15 Q. How would you rate his overall performance as a
16 supervisor? Average, above average, or below
17 average?

18 MR. McHUGH: Objection to form. You
19 can answer.

20 A. Excellent.

21 Q. What do you think Sergeant Mancini did well as a
22 supervisor?

23 MR. McHUGH: Objection as to form.
24 You can answer.

25 A. His ability to gain people's trust, and with

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1 that trust, the ease which was created in
2 following his instructions and orders.

3 Q. Do you think Sergeant Mancini would be an
4 effective lieutenant?

5 MR. McHUGH: Objection to form. You
6 can answer.

7 A. Absolutely.

8 Q. Why?

9 MR. McHUGH: Objection.

10 A. Because he's got all the criteria that would be
11 required to be a lieutenant leading men and women.
12 Like I said before, it's the foundation that you
13 need to establish, and in my criteria it's always
14 been the foundation of experience, that's what
15 people respect, that's what agencies look for,
16 that's what makes you feel confident in your
17 abilities and be able to lead.

18 Q. Did you ever hear any supervisor, and when I say
19 supervisor I mean someone who is a lieutenant or
20 above, ever say anything negative about Sergeant
21 Mancini's work performance?

22 A. Not to my knowledge, and there was nothing in
23 his 201 file at the time I looked at it.

24 Q. Did you ever hear any police officer ever say
25 anything negative about Sergeant Mancini?

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1 MR. MCHUGH: Motion to strike whistle
2 blower. Objection to form. You can answer.

3 A. I didn't go looking for that, so I never
4 confirmed that that allegation was, in fact,
5 gospel.

6 Q. But you heard the allegation from Mancini himself?

7 A. Yes.

8 MR. GAGLIARDI: Give us a few
9 minutes. I'm going to take a 10-minute break.

10 (SHORT RECESS TAKEN)

11 Q. Okay, Mr. Monteiro, just a few more questions and
12 then we're done. Thank you very much for coming
13 today even though you weren't subpoenaed and
14 didn't have to be here. I appreciate you coming
15 and answering my questions.

16 A. No need for a subpoena.

17 Q. Tell us about your interactions with Sergeant
18 Mancini after Sergeant Vinacco came back from
19 Iraq?

20 A. It was always upbeat. We used to talk on
21 occasion, but there was nothing I can point my
22 finger to as far as anything bad or derogatory or
23 him complaining.

24 Q. What position did Sergeant Mancini go to after
25 Sergeant Vinacco came back?